

1998 Annual Report

WASHINGTON STATE APPRENTICESHIP AND TRAINING COUNCIL



**Presented to the Director of the
Department of Labor and Industries**
April 1999

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Gary Moore, Director
Department of Labor and Industries
P. O. Box 44001
Olympia, Washington 98504-4001

Dear Mr. Moore,

I am pleased to submit the 1998 Annual Report on Apprenticeship on behalf of the Washington State Apprenticeship and Training Council. With another year of expansion, we now have more than 9462 (as of April 2, 1999) apprentices utilizing the best training/employment model in existence.

Beginning with the January 1998 Apprenticeship Summit, with more than 200 participants, 1998 was a year of heightened dialogue regarding the role of apprenticeship in our state. With the continued expansion of building and non-building trades, apprenticeship has echoed the growing need for skilled workers in an expanding job market. With changes in funding, the partnership with a variety of pre-employment programs was discussed. New ways to recruit participants to the apprenticeship system were investigated and initiated. Schools to work, as well as, other innovations have brought new awareness to post secondary students for futures in apprentice occupations.

Two noteworthy studies of Apprenticeship were conducted in 1998. One by the Washington State Workforce Training and Education Coordinator Board, July 1998; and one by Washington State Employment Security, Labor Market and Economic Analysis Branch, September 1998.

There has been continued struggle to provide meaningful information about how all interested parties can access the apprenticeship system. These efforts need to be increased in order to assure that apprenticeship opportunities are maximized.

Apprenticeship is now operating during a time of great demand for job skills training. We must make every effort to rise to the challenges of jointly building a better economic future for our state.

Sincerely,

Melinda Nichols, Chair
Washington State Apprenticeship and Training Council

COUNCIL MEMBERS

Employer Members	Melinda Nichols (Chair) Jesse Lill LaFrank Newell
Public Members	Bruce Brennan (Retired July 1998) Dr. Alfred Langan (Effective October 1998)
Employee Members	Frank Forrest (Retired July 1998) Lawrence Crow (Effective August 1998) Al Link Karen Carter
Ex Officio Members	Ellen O'Brien Saunders, Executive Director Washington State Workforce Training & Education Coordinating Board Carver Gayton, Commissioner Employment Security Department

APPRENTICESHIP PROGRAM STAFF

• Secretary to the Council	Patrick Woods
• Apprenticeship Program Manager	Nancy J. Mason
• Apprenticeship Coordinator 2	Bill Chrisman
• Recording Secretary	Evelyn J. Carlson
• Assigned Assistant Attorney General for the Council	Leslie Johnson

Note: Photographs on the cover are courtesy of the following programs:

- Western States Operating Engineers Institute of Training Apprenticeship Committee
- Pacific Northwest Ironworker and Employer Apprenticeship & Training Committee #114
- Southwest Washington Electrical Workers Apprenticeship Committee
- Dr. Gary Martinkus and Associates

LABOR AND INDUSTRIES' APPRENTICESHIP COORDINATORS

Region 1 - Northwest Washington	Ernie Bennett
Region 2 - King, Kitsap, Clallam, and Jefferson Counties	Bill Chrisman
Region 3 - Pierce, Thurston, Mason, and Grays Harbor Counties	Anne Wetmore
Region 4 - Southwest Washington	Dan Hainline
Region 5 - Central Washington	Ed Madden
Region 6 - Eastern Washington	Marcia Brown
	Evie Lawry

MISSION

The Washington State Apprenticeship and Training Council and the Department of Labor and Industries promote a highly skilled and diverse workforce by developing and supporting apprenticeship training programs throughout the state. This work is carried out under the authority of Chapter 49.04 RCW, in partnership with business, labor and education.

VISION

The people of Washington State understand and value the role of apprenticeship in promoting a highly skilled and diverse workforce. Individuals interested in apprenticeship have equal opportunity to participate in these training programs.

VALUES

The Washington State Apprenticeship and Training Council:

- ❶ Believes that apprenticeship produces highly skilled workers and contributes to the economic vitality of the state.
- ❷ Establishes policy and makes decisions in an open, collaborative manner with equal input and representation from business and labor.
- ❸ Ensures that all who are interested have access to information about apprenticeship programs and equal opportunity to participate in them.
- ❹ Supports diversity of thought, ideas and people in the apprenticeship community.
- ❺ Communicates with all apprenticeship stakeholders in a consistent, open and fair manner.
- ❻ Views the safety, health and education of all apprentices as a paramount concern.
- ❼ Regularly evaluates customer needs to ensure that the quality and relevance of apprenticeship training remain high.
- ❽ Assesses the potential for apprenticeship opportunities in new and emerging occupations and technologies.

APPRENTICESHIP OVERVIEW

Apprenticeship combines classroom studies with on-the-job training under the supervision of a journey level craft person or trade professional. Apprenticeship programs are a proven success in Washington. They offer key benefits not normally found in other education and job training programs. Apprentices learn a skill that leads to a lifetime career and they earn while they learn. Apprenticeship prepares individuals for work in more than 100 occupations across the state.

More than four decades ago, the Washington State Legislature established the Washington State Apprenticeship and Training Council to oversee apprenticeship. By law, the Council approves formation of apprenticeship training committees in cities or trade areas and approves standards by which local programs operate. Committee-sponsored programs are typically funded and administered jointly by representatives of employers and employees. The key indicators of an effective program are:

- ❶ The ratio between apprentices and journey level supervisors (low ratios indicate greater attention to on-the-job skill development).
- ❷ Commitment of the apprenticeship committee to diversity, availability of pre-apprenticeship orientation and training, and quality classroom trainers.

"Plant" apprenticeship programs are developed for a specific occupation in a particular employer's work site.

KEY EVENTS IN 1998

January 1998 - Summit on Apprenticeship in Seattle, Washington. Over 200 apprenticeship supporters came together to discuss programs and how to prepare for the growth that is expected to continue in this region over the next several years.

The Apprenticeship Section created thirteen electronic apprenticeship forms. Disks, with these forms, were passed out at the Western and Eastern Washington Coordinator's meetings. They have also been sent via regular mail and email upon request. This is the start of eventually having all the apprenticeship forms available in electronic format through the Internet.

The Reciprocity Agreement between Washington, Idaho, and Oregon was amended to include the State of Montana. The agreement was still in the process of being signed by the State of Montana at the close of the year.

The Apprenticeship Coordinator 2 position, which had been vacant for some time, was filled by Bill Chrisman, Apprenticeship Coordinator for Region 2.

The Apprenticeship Booklet was revised, updated, and printed in February 1998. It is planned that this booklet will be updated on at least an annual basis. The booklet has been very well received by both vocational counselors and the general public. The booklet has been placed on the Apprenticeship Web site where anyone can download it or request that it be e-mailed or have it sent through the regular mail. The booklet on the Apprenticeship Web site is updated on an ongoing basis.

The Council has encouraged new expansion of apprenticeship into the emerging areas of high tech, public sector, and other areas that have not traditionally used apprenticeship as a training model.

The Washington State Workforce Training and Education Coordinating Board, in their study "High Skills, High Wages Washington's Comprehensive Plan for Workforce Training and Education", 1998, rated apprenticeship tops in four out of the six indicators for successful adult vocational education programs.

The Washington State Employment Security, Labor Market and Economic Analysis Branch study "Apprenticeship in Washington: Effective, Underutilized", September 1998, made positive statements about the expansion and promotion of the apprenticeship model across the State.



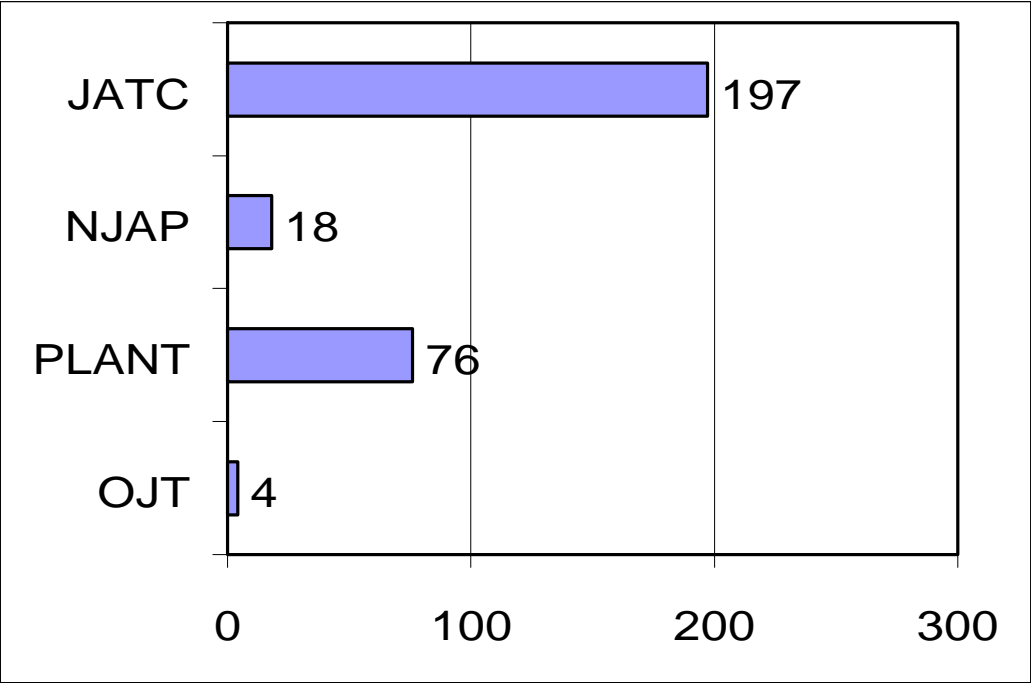
Photo courtesy of Julie Beck, Pierce County Central Labor Council

Photo courtesy of Julie Beck, Pierce County Central Labor Council



SUMMARY OF APPRENTICESHIP DATA

Table 1: Active Apprenticeship Programs in 1998



Note: A total of 297 programs were active in 1998.

JATC - Joint Apprenticeship and Training Committee

NJAP - Non-Joint Apprenticeship Program

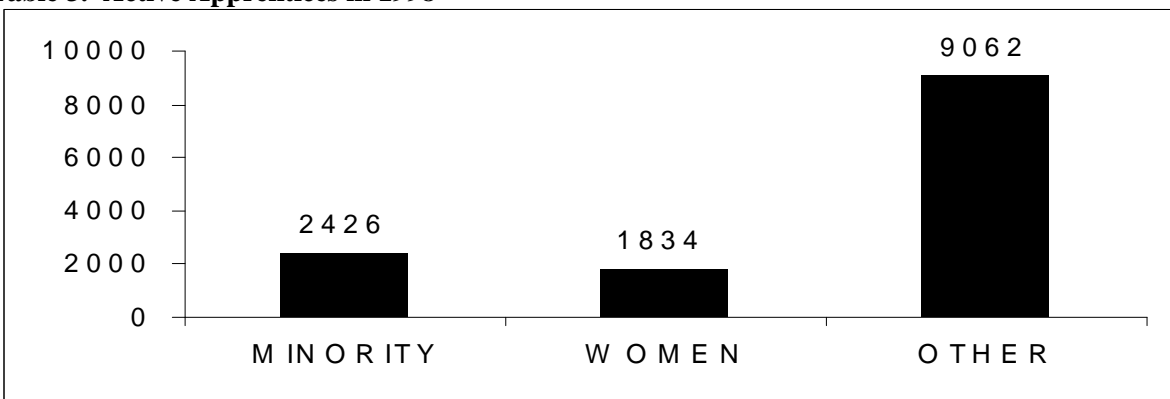
OJT - On-the-Job Training

Table 2. Apprentices Indentured in 1998



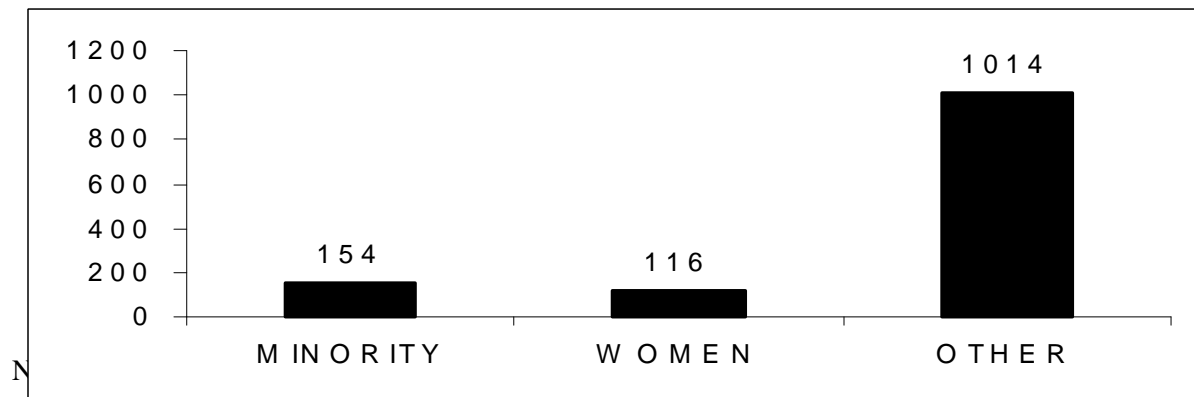
Note: Total apprentices indentured in 1998 = 4,071

Table 3. Active Apprentices in 1998



Note: Total active apprentices in 1998 = 13,322

Table 4. Apprentices Completing Apprenticeships in 1998



APPRENTICESHIP COMPLETIONS IN 1998

More Than 100 Completions

156	Sheet Metal Worker
138	Construction Electrician
133	Carpenter

50 To 99 Completions

None

25 to 49 Completions

40	Painter and Decorator
39	Firefighter
34	Drywall/Metal Stud/Acoustical/Ceiling Applicator
31	Roofer
28	Construction Lineman
26	Machinist
25	Corrections Officer

10 to 24 Completions

23	Meatcutter, Retail
23	Cement Mason
22	Instructional Assistant
21	Plumber
20	Ironworker
19	Tree Trimmer
19	Brick Layer
18	Laborer
17	Steamfitter
16	Facilities Custodial Service Technician
15	Residential Wireman
14	Construction Equipment Operator
10	Plasterer
10	Commercial Glazier

5 to 9 Completions

9	Pointer/Cleaner/Caulker
9	Millwright
9	Asbestos Worker
8	Pipefitter
8	Lineman
8	Carpet/Linoleum/Resilient Tile
8	Automotive Machinist

7	Drywall Finisher
6	Sprinkler Fitter
6	Residential Carpenter
6	Maintenance Mechanic/Repairer (Industrial)
6	Heavy Duty Equipment Mechanic
6	Cable Splicer
5	Watershed Restorations/Resource Worker
5	School Secretary
5	Maintenance Lineman
5	Electrician Constructor
5	Drywall Finisher (Taper)
5	Carpenter, Piledriver
5	Boilermaker

Under 5 Completions

4	Tilelayer
4	Teamster
4	Sheet Metal Service Technician
4	Meter Technician
4	Maintenance Machinist
4	Maintenance Electrician (Industrial)
4	Educational Paraprofessional
4	Automotive Machinist (Automotive Repair Shop)
3	Traffic Control Painter
3	Tool and Die Maker
3	Tile/Terrazzo/Marble Finisher
3	Stationary Engineer
3	Scaffold Erector
3	Residential Sheet Metal Worker
3	Millwright (Industrial)
3	Mill & Cabinet Maker
3	Maintenance Machinist (Industrial)
3	Heavy Duty Repairman Mechanic
2	Secretary (Clerical)
2	Potable Water Supply & Service Worker
2	Model Maker
2	Maintenance Millwright (Industrial)
2	Instructional Aide
2	Brick/Tile/Terrazzo and Marble Finisher
2	Automotive Body and Fender
2	Acoustical Applicator
1	Wireman
1	Water Pollution Control Plant Operator
1	Water Pipe Worker
1	Utility Mechanic
1	Tooling Inspector
1	Residential Apprentice
1	Refrigeration Mechanic
1	Piledriver/Bridge/Dock & Wharf Builder
1	Outdoor Lighting and Traffic Signal Installer
1	Marble Setter
1	Maintenance Electrician

1	Machinist (Industrial)
1	Low Energy/Sound and Communication
1	Lather
1	Jig and Fixture Builder
1	Housing Plumber
1	Hoisting Engineer
1	Grounds Maintenance Specialist
1	Glazier
1	Environmental Control Painter
1	Communication Technician
1	Child Care Site Coordinator/Associate II
1	Cabinet Maker
1	Auto Painter

FOR MORE INFORMATION

Apprenticeship Section
Department of Labor and Industries
PO Box 44530
Olympia, WA 98504-4530
(360) 902-5320
Web site <http://www.lni.wa.gov/scs/apprenticeship/index.htm>

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